



Fair Appraisal for Teachers

Government announces punitive new system for teacher appraisal and capability – don't let it be introduced in your school!

The NUT is launching a major national campaign to make sure that teachers retain their right to access fair appraisal and capability procedures.

Why is this campaign needed?

A new framework for appraisal and capability arrangements is being introduced from 1 September 2012.

Key features

- No statutory limit on the number of lesson observations
- Greater freedom for schools to design their own appraisal policies, with no requirement to consult with staff



- A Government recommendation that all schools in England adopt its model policy on appraisal and capability which:
 - links appraisal and capability and;
 - includes a fast-track route to dismissal.

Academies aren't covered by the new regulations but may nonetheless seek to adopt the new arrangements.

Implications for teachers?

- Much easier for teachers to be moved from a supportive appraisal process to a punitive capability process with:
 - no informal stage; and
 - sustained improvement to be demonstrated in some cases in as little as four weeks. The model policy supports the Secretary of State's desire to remove supposedly poorly performing teachers within a term.
- Much more freedom for head teachers in terms of numbers of observations. The DfE model policy merely states that *'the amount and type of classroom observation will depend on the individual circumstances of the teacher and the overall needs of the school'*.

We already know that:

- excessive lesson observation is one of your biggest concerns; and
- the atmosphere in which such observations take place can be hostile and bullying, rather than supportive.

How can we challenge this?

We are determined to:

- build national momentum around this issue as part of the ongoing workload campaign; and
- support members in individual schools to achieve acceptable arrangements.

How can we win this campaign?

Remember that much of what has been put forward is optional. There is nothing to stop schools from retaining, or introducing, acceptable policies which have the support of staff. Despite the Government's assertion, any changes to contractual arrangements can only be introduced after a process of negotiation.

Now is the ideal time for NUT school representatives to seek adoption of the NUT's Classroom Observation Model Protocol, (at www.teachers.org.uk/observation). Adoption of this protocol will mean that lesson observation takes place in an atmosphere of mutual support.

Attend a meeting in your school and sign the petition calling for fair appraisal and capability procedures to be maintained. If change is proposed, tell your division/association or regional office and work together to achieve fair procedures.

The NUT will support you in achieving acceptable arrangements, using the threat of, and balloting for, industrial action if necessary.